



## State of Nebraska NEBRASKA EQUAL OPPORTUNITY COMMISSION

David R. Koltes, )  
Complainant, ) COMMISSION DETERMINATION  
)  
vs. ) NEB 1-19/20-1-51071-RS  
) EEOC 32E-2020-00235  
The Auto Club Group d/b/a AAA )  
Nebraska, )  
Respondent. )

A determination has been made in the above-referenced matter before the Nebraska Equal Opportunity Commission. Pursuant to the **Nebraska Fair Employment Practice Act** and the Rules and Regulations of the Nebraska Equal Opportunity Commission, the Commission has officially dismissed this charge.

The evidence fails to support the allegations of discrimination (see attached); and there is no appeal process. This finding of **no reasonable cause** is the final determination of the Commission and completes the handling of the charge. The deadline for filing an action directly in state district court is 90 days after the receipt of this notice.

Since this charge was also filed under Federal law, you may contact the U.S. Equal Employment Opportunity Commission in St. Louis within fifteen (15) days of your receipt of this notice regarding this case. Requests for a Substantial Weight Review must be made via email to Joseph Wilson, State and Local Coordinator, U.S. Equal Employment Opportunity Commission, at Joseph.Wilson@EEOC.gov.

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For the Commission

MAR 04 2021

Date

**EXHIBIT A**